



Flight Attendant Notification of Surplus – GUM

November 10, 2020

PLEASE POST IMMEDIATELY

To: All Flight Attendants

The impact of COVID 19 and the related loss of customer demand for travel has impacted the entire United route structure. We have seen a significant reduction in flying from Guam to Micronesia and Asia, and after review with Network Planning, we do not anticipate a return of this flying in the short term. The geographic location of Guam makes it impossible to reallocate other flying to Guam based flight attendants. As a result, we are announcing a surplus of 75 active and inactive flight attendants from the Guam domicile in accordance with Section 17.J. of the Flight Attendant Agreement, effective December 30, 2020.

Special COLA:

Inflight Scheduling will offer a Special COLA for a 10+-month period of time (December 20, 2020 through the end of October 2021) for GUM based flight attendants. The Special COLA includes part of the December schedule month, and 10 full months (January 2021 through October 2021). The number of Special COLAs awarded to flight attendants senior to those flight attendants subject to surplus, will reduce the number of flight attendants impacted by the surplus. Flight attendants impacted by the surplus may participate in the Special COLA but will still need to participate in the surplus procedure and will be reassigned to their new base. If not offered the opportunity to return to GUM while on the Special COLA, the flight attendant will report to their new base location at the conclusion of the Special COLA.

If your last December trip overlaps into the start of this Special COLA on December 20, you will be expected to fly out the trip into December 20 and beyond. Once awarded this Special COLA, assignments starting on December 20 or later will be removed from your schedule.

Procedure:

Under Section 17 of the Agreement, all flight attendants on the system, including GUM flight attendants, have an opportunity to bid for posted surplus vacancies as provided in Section 17.J.3. If interested, put your transfer request on file in CCS.

These system transfers will be awarded on November 25 at 0800 CT and flight attendants must respond (accept or reject) no later than December 3 at 0800 HDT. The effective date for the transfer will be for the January 2021 schedule month (December 30, 2020) Any non-GUM-based flight attendant who does not respond to their transfer award by the deadline established on the transfer award notification will be considered to have refused and will be governed by the restriction of Section 17.A.2.

On November 10 at 0800 CT, potential surplus vacancies for GUMSW will be posted. The vacancies will be filled in seniority order first by GUM flight attendants volunteering for surplus then by GUM flight attendants involuntarily surplus.

Surplus Vacancies:

AUS	5
BOS	10
DEN	30
EWR	30
FLL	5
HNL	50
LAS	5
MCO	5
PHX	5
SAN	5
SEA	5
TPA	5

Total 165

Timeline:

November 10	Special COLA for GUM opens.
November 16 2359 HDT	Award Special COLA for GUM posted on Flying Together.
Now through November 25 0800 CT	Submit system transfer request in CCS.
November 17 2359 HDT	GUMSW Surplus Bid Opens via CCS.
November 24 2359 HDT	GUMSW Surplus Bid Closes
November 25 0800 CT	System transfers are awarded.
December 3 2359 HDT	System transfer award responses due (accept or reject). <i>*Lack of response by non-GUM-based flight attendants within period will be considered a refusal and will be governed by the three-month bid restriction of Section 17.A.2.</i>
December 3 2359 HDT	Guam Surplus Bid Closes.
December 4 1700 CT	Guam Surplus Award List posted in domiciles.

Vacations:

2021 vacations for all transferring and surplus flight attendants will be retained.



Notification of Surplus–GUM

Information Specific to GUMSW

Above the Line

Flight attendants with a system classification seniority of 08/13/1993 and junior (GUM domicile seniority number of 125 on the December 2020 domicile seniority list and below) who have accepted a transfer in either the system transfer process, or in the surplus transfer process have volunteered to leave GUM and are considered surplus. Your acceptance can no longer be rescinded.

Below the Line

Transfers for flight attendants BELOW the LINE who accepted a transfer award in the system transfer process are considered final. They will be surplus to their awarded domicile. Those flight attendants who did not bid in the system transfer process **must** bid in the surplus transfer using CCS.

Flight attendants who did not accept a transfer in the system transfer process may select GUM as their first option in the surplus bid. Based on the number of more senior flight attendants who volunteer for surplus, flight attendants BELOW the LINE who have selected GUM as their first choice will be awarded this option in seniority order. Flight attendants who do not bid or submit an insufficient number of bids will be awarded a posted domicile location based on the needs of the service.

Bidding/Awards:

GUM-based flight attendants will be able to preference for all locations with identified vacancies.

On November 25 at 0800 CT, the surplus bid process will open for Guam based flight attendants. To place a bid on file, use CCS > Bidding > GUM Surplus. The surplus bid process will close on December 3 at 2359 HDT. Flight attendants will be notified of the surplus results no later than 1700 CT on December 4.

GUM-based flight attendants who transfer as part of this system award will be considered voluntarily surplus and all surplus rights will apply.

Schedule Conflicts

Flight attendants awarded a Special COLA will have any pairings that overlap the start of the Special COLA dropped as part of the monthly bid award process.

For flight attendants not awarded a Special COLA, if your last December trip overlaps into the January schedule month, you will be expected to fly out the December GUM trip. Travel time will be provided to your new domicile after completing your December schedule.

Recall Rights

Section 17.J.4. provides for a 540-day recall period from December 30, 2020 to June 23, 2022.

Relocation Information

Please refer to the GUM Transfer and Moving Supplemental Packet and the Transfer and Relocation Program booklet. You will find this document posted on Flying Together.